

13. Stress Management

Stress is a mental, emotional or physical reaction resulting from an individual's response to environmental pressure and similar stimuli. Hans Selye, the father of stress, believes that stress is the spice of life and absence of stress is death. Different persons respond to stressful situations in different ways.

Consequences of Stress

1. On the Individual

- (a) **Physical Ailments :** Headache, indigestion, insomnia, heart trouble.
- (b) **Mental :** Anxiety, irritability, lack of clear thinking, inability to relax, frustration, helplessness, loneliness, etc.
- (c) **Behavioural :** Excessive smoking or drinking, withdrawn from relationships speech disturbances.

2. On the Organisation : Low productivity, poor quality, higher costs, increased absenteeism, low job satisfaction, accident proneness, and poor interpersonal communications.

Indian Methods of Managing Stress

Indian Philosophy consisting of Upanishadas, Vedanta, etc. is very helpful in winning stress. Dr. Satish Chandra Pandey (8 m Journal, JIMS, April-June 1997) has given the following Indian model of stress management (Fig.) :

1. Develop a strong philosophical base by combining different Indian values.
2. Create awareness among organization members about these values.
3. Develop training programmes for executives and other staff members to develop their total personality development based on Indian values, so that they can develop their own strategies for coping with their organization's stressors.
4. There must be compulsory course on Indian philosophy in professional management courses so that today's management students can develop their own managerial philosophy based on Indian values.
5. Popularizing Indian values among organisational members will be helpful in reducing unnecessary individual and group conflict, power politics and stress in Indian organizations.
6. Stress management programmes for employees must be based on sharing different philosophical values and developing strategies through group learning.
7. Each organization must develop its own management philosophy based on Indian values and educate its employees about that philosophy to motivate them for achieving excellence in different areas.
8. Organisations must include these training programmes as integral part of their life. Occasionally, organised programmes may not be helpful in the long run. There must be continuous learning of Indian values by organisational members through such training programmes. It will work as the best preventive strategy for stress management at organisational level.

9. Organisation must know that reducing organisational stress is as important as motivating employees. Both the processes are complementary to each other : they are not replacements. So, stress management programmes must be internal parts of organisational training programmes along with motivational development programmes.
10. Organisations must know about spiritual dimension of human personality. This dimension is generally ignored by western behavioral scientists. In Indian organizations, the goal of stress management programmes must be to develop this spiritual dimension of personally and immunise their employees against the organisational stressors.
11. Stress management programmes based on Indian values like “Karma theory as mentioned in The Gita’ will not only reduce employees’ work stress but also help in developing achievement-oriented motivational climate of organisation. So, the goal of employee development programmes must be to reduce organisational stress as well as to enhance employee motivation and to develop a progressive organisational culture based on Indian values.
12. One must sound a note of caution that while developing such a model and stress management programmes based on it, employees should not follow any philosophy blindly but rationalise it understand it and try to develop their own life philosophy. They must know that they are in the organisation to work and organisation needs their complete devotion to work for achieving excellence in different areas. The same thing is preached in The Gita. This explains all about organisational involvement, job satisfaction, achievement motivation and effective professionalism.

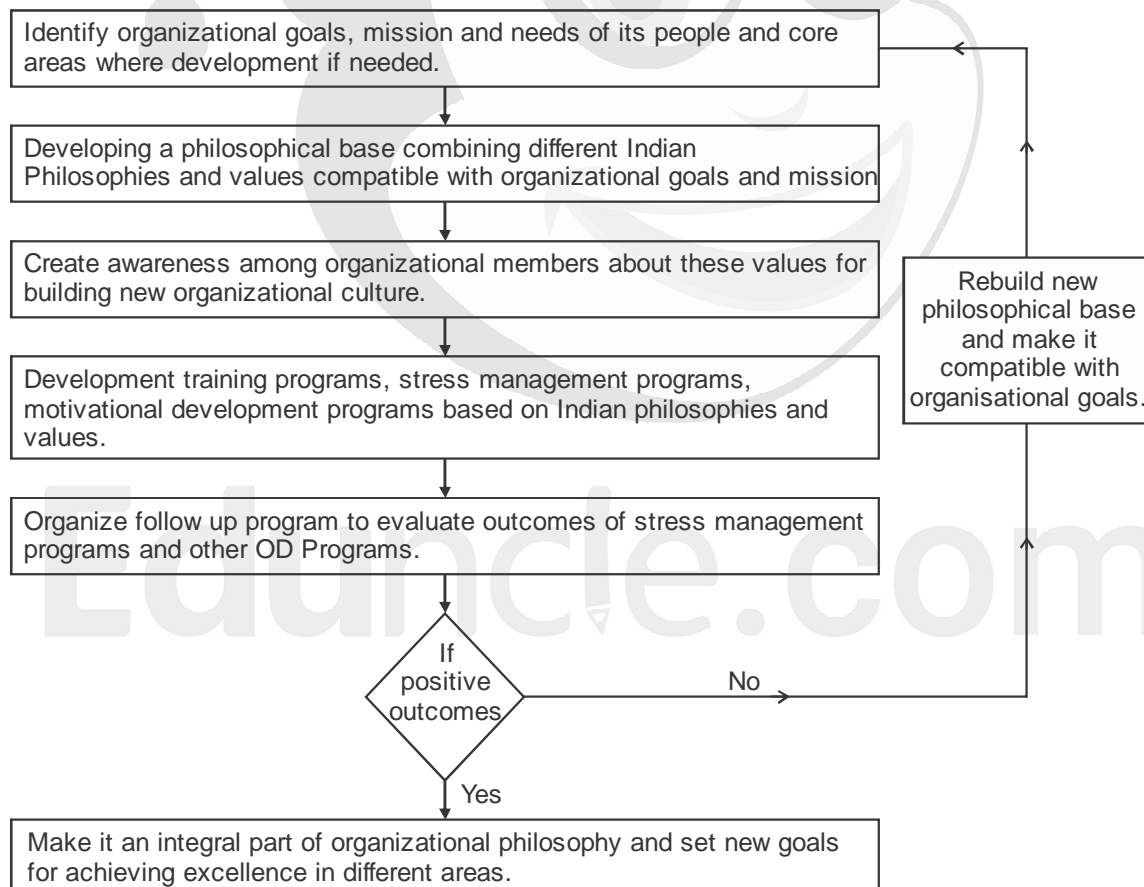


Fig. : Combining Indian Philosophies for Stress Management